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TO AMEMBASSY BELGRADE

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TAGS: YO, ELAB

SUBJ: DOL SEMINAR MANPOWER/MIGRATION

REF: STATE 185939, BELGRADE 3677, 4268

SEMINAR OUTLINE IN REFTEL 185939 IS REVISED AS FOLLOWS:

MANPOWER PLANNING

A.M. SEPTEMBER 29

I. INTRODUCTION: DISCUSSION OF THE ROLE OF HUMAN RESOURCES IN SOCIAL AND ECONOMIC DEVELOPMENT -- BASED ON THEORY AND PRACTICE.

A. HUMAN RESOURCES AS A DETERMINANT OF ECONOMIC GROWTH, DEVELOPMENT AND WELFARE IN DEVELOPED COUNTRIES -- A REVIEW OF THE EXPERIENCE OF NATIONS. (B) AN OVERVIEW OF EXPERIENCE IN THE UNITED STATES IN ACHIEVING GROWTH AND STABILITY THROUGH HUMAN RESOURCE POLICIES. (C) A DISCUSSION OF PRACTICAL POLICY ISSUES ON EDUCATION AND TRAINING IN INDUSTRY OR IN SCHOOL. THE CONCEPT OF CAREER EDUCATION AND THE UNITED STATES EXPERIENCE. UNCLASSIFIED

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RESOURCE MATERIALS:

1. HUMAN RESOURCES AS THE WEALTH OF NATIONS, A SUMMARY, BY FREDERICK H. HARBISON.

2. CAREER EDUCATION: WHAT IT IS AND HOW TO DO IT, CHAPTER 1,
BY KENNETH B. HOYT, GARTH L. MANGUM, ET. AL.

PM SEPTEMBER 29

II. THE MANPOWER PLANNING PROCESS: REVIEW OF CASE STUDIES IN
THE UNITED STATES (A) NATIONAL LEVELS - 1 U.S. EXPERIENCE IN
FULL EMPLOYMENT POLICIES. 2. NATIONAL NEEDS RELATED TO INDUSTRY
PRIORITIES (B) REGIONAL LEVEL 1. THE SOUTHERN STATES OF THE
UNITED STATES 2. THE APPALACHIAN REGION IN THE UNITED STATES
3. THE ROCKY MOUNTAIN STATES IN THE UNITED STATES 4. THE U.S.
TEXTILE INDUSTRY: A CASE OF REGIONAL MIGRATION (C) ESTABLISH-
MENT LEVEL - 1. HIGHER EDUCATION PLANNING IN THE UNITED STATES
2. MANPOWER PLANNING IN WASTEWATER TREATMENT PLANTS 3. PLANNING
IN AMERICAN TELEPHONE AND TELEGRAPH COMPANY. KD) LABOR MARKET
CASE STUDIES: 1. MEMPHIS, TENNESSEE 2. UTAH, A WESTERN U.S.
3. CHICAGO, ILLINOIS.

RESOURCE MATERIALS

3. MANPOWER PLANNING FOR LOCAL LABOR MARKETS, CHAPTER 3, BY
GARTH MANGUM AND DAVID SNEDEKER

4. MICROMANPOWER PLANNING IN THE PUBLIC SECTOR, CHAPTERS 9
AND 10, BY J. KENNETH DAVIES AND COLIN WRIGHT.

5. NEGRO EMPLOYMENT IN THE SOUTH: THE MEMPHIS LABOR MARKET
BY DR. ARVIL VAN ADAMS

A.M. SEPTEMBER 30

III. SCIENTIFIC TECHNIQUES AND METHODS IN PLANNING AND FORCE-
CASTING MANPOWER NEEDS -- A DISCUSSION OF CONCEPTS AND THEIR
APPLICATION TO PRACTICAL CASES IN THE U.S. (A) SOURCES AND USES
OF DATA -- NEEDS AND SHORTCOMINGS (B) MEASUREMENT OF CURRENT
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EMPLOYMENT CHARACTERISTICS (C) DETERMINANTS OF MANPOWER
DEMAND (D) APPLICATION OF ABOVE TO U.S. EXPERIENCE IN: 1.
ENERGY DEVELOPMENT -- COAL AND ELECTRIC POWER GENERATION 2.
WATER TREATMENT PLANT OPERATIONS.

SUGGESTED READINGS:

6. MICROMANPOWER PLANNING IN THE PUBLIC SECTOR, CHAPTERS 11,
12, AND 13, BY J. KENNETH DAVIES AND COLIN WRIGHT.

7. THE PRACTICE OF MANPOWER FORECASTING, CHAPTER 1, BY BASHIR
AHAMAD AND MARK BLAUG, EDITORS.

8. MANPOWER PLANNING FOR LOCAL LABOR MARKETS, CHAPTERS 5 AND

6, BY GARTH MANGUM AND DAVID SNEDEKDER.

P.M. SEPTEMBER 30

IV. FIVE STEPS IN ENTERPRISE MANPOWER PLANNING -- A DISCUSSION OF PRACTICAL STEPS AND PROCESSES (A) ANTICIPATING CHANGES IN TECHNOLOGY, PRODUCT MIX AND THE DEMOGRAPHIC CHARACTERISTICS OF POTENTIAL LABOR FORCE (B) ASSESSMENT OF REPLACEMENT NEEDS VS GROWTH NEEDS IN LABOR FORCE (C) ANALYSIS OF JOB ENTRY LOCATIONS AND PATTERNS OF CAREER PROGRESSION (D) THE PROCESS OF RESTRUCTURING AND REDESIGNING JOBS. (E) STRATEGIES FOR TRAINING AND UTILIZING MANPOWER RESOURCES. (F) APPLICATION OF THESE STEPS TO SELECTED CASES FROM U.S. EXPERIENCE

SUGGESTED READINGS:

9. MICROMANPOWER PLANNING IN THE PUBLIC SECTOR, CHAPTERS 12, 13, AND 14, BY J. KENNETH DAVIES AND COLIN WRIGHT.

10. MANPOWER PLANNING FOR LOCAL LABOR MARKETS, CHAPTERS 6, BY GARTH MANGUM AND DAVID SNEDEKER.

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V. METHODS OF MONITORING AND EVALUATING MANPOWER PLANS -- A DISCUSSION OF PRACTICAL METHODS FOR QUALITY CONTROL AND PERFORMANCE (A) THE NEED FOR INFORMATION TO MONITOR AND MANAGE UNCLASSIFIED

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PROGRAMS OF HUMAN RESOURCE DEVELOPMENT (B) SPECIFYING OBJECTIVES THAT CAN BE MEASURED (C) OPTIONS FOR COMPARING ACTUAL PERFORMANCE OF HUMAN RESOURCE PROGRAMS TO PLANNED OUTCOMES 1. MEASURES OF EFFECTIVENESS -- COSTS, BENEFITS, OUTCOMES

SUGGESTED READINGS:

MICROMANPOWER PLANNING IN THE PUBLIC SECTOR, CHAPTERS 15 AND 16, BY J. KENNETH DAVIES AND COLIN WRIGHT.

MANPOWER PLANNING FOR LOCAL LABOR MARKETS, CHAPTER 9 BY GARTH MANGUM AND DAVID SNEDEKER

P.M. OCTOBER 1

VI. SUMMARY DISCUSSIONS AND INTERACTION WITH SEMINAR PARTICIPANTS ON RELEVANCE OF U.S. MANPOWER PLANNING EXPERIENCE TO YUGOSLAVIA.

A.M. OCTOBER 2

PART 2 -- PROBLEMS AND POLICIES -- INTERNATIONAL MIGRATION OF WORKERS 1. THE CAUSES OF INTERNATIONAL MIGRATION AND EVALUATION

ING THE SOCIAL, ECONOMIC, AND LEGAL CONSEQUENCES FOR THE COUNTRIES OF ORIGIN AND DESTINATION. ILLUSTRATED WITH U.S. MEXICAN, U.S. CANADIAN, AND EUROPEAN CASE STUDIES.

A. THE CAUSES OF LABOUR SHORTAGES AND SURPLUSES IN DIFFERING COUNTRIES, EMPHASIZING POPULATION POLICY, SAVING AND CAPITAL ACCUMULATION, INCOME, EDUCATION AND TRAINING POLICIES.

B. THE ECONOMIC AND SOCIAL DETERMINANTS OF MIGRATION. HOW PUBLIC POLICY CAN INFLUENCE MIGRATION PATTERNS.

C. THE CONSEQUENCES OF INTERNATIONAL MIGRATION IN COUNTRIES OF ORIGIN AND DESTINATION.

1. BENEFITS AND COSTS OF MIGRATION IN COUNTRIES THAT ARE NET IMPORTERS OF LABOR. DIRECTED TOWARD MEASURING THE VALUE OF MIGRANT SKILLS AND EDUCATION; THE IMPACT OF MIGRATION ON INCOME, CAPITAL ACCUMULATION AND TECHNOLOGICAL ADVANCEMENT IN UNCLASSIFIED

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THE HOST COUNTRY; THE COST OF SOCIAL OVERHEAD CAPITAL IN HOUSING, EDUCATION, AND COMMERCE; AND CULTURAL CONFLICT.

2. BENEFITS AND COSTS OF MIGRATION IN COUNTRIES THAT ARE NET EXPORTERS OF LABOR. ATTENTION WILL BE DIRECTED TOWARD THE VALUE OF FOREIGN EXCHANGE TO ECONOMIC DEVELOPMENT; THE IMPACT OF MIGRATION ON INCOME, CAPITAL ACCUMULATION, TECHNOLOGICAL ADVANCEMENT, AND INTERNAL POPULATION PRESSURES IN THE HOME COUNTRY; THE VALUE OF SKILLS AND EDUCATION EMBODIED IN MIGRANTS.

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II. INTERNATIONAL WORKERS MIGRATION AND THE IMPACT OF RECENT ECONOMIC DEVELOPMENTS, ILLUSTRATED WITH CASE STUDIES FROM THE EUROPEAN ECONOMIC COMMUNITY AND THE MID-EAST. (A) ENERGY AND RAW MATERIAL SHORTAGES AND THEIR IMPACT ON LABOR MOBILITY. (B) THE IMPACT OF THE 1974/75 RECESSION ON INTERNATIONAL MIGRATION. 1. CHANGING ATTITUDE OF WORKERS IN THE HOST COUNTRY TOWARD GUEST WORKERS AND ITS IMPACT ON NATIONAL MIGRATION POLICY (2) SURVEYING THE PROBLEMS AND SOLUTIONS RELATED TO RETURNING WORKERS AND THEIR IMPACT ON THE ECONOMIC DEVELOPMENT AND STABILITY OF THE COUNTRY OF ORIGIN. (C) CAPITAL FLOWS AND TRADE RESTRICTIONS AND THEIR EFFECT UPON WORKER MOBILITY PROGRAMS.

A.M. OCTOBER 3

III. MANPOWER PLANNING: THE DEVELOPMENT AND EVALUATION OF PROGRAMS AND POLICIES CONCERNED WITH INTERNATIONAL MIGRATION. DISCUSSION OF CASE STUDY EXPERIENCE AND POTENTIAL APPLICATION TO YUGOSLAVIA. (A) POLICIES AND MEASURES IN EMIGRANT AND IMMIGRANT COUNTRIES. 1. POLICIES CONCERNED WITH THE SPECIAL

PROBLEM OF SKILLED LABOR. 2. POLICIES CONCERNED WITH THE ECONOMIC CONSEQUENCES OF WORKER REMITTANCES AND SAVINGS. 3. POLICIES CONCERNED WITH SKILL DEVELOPMENT AND VOCATIONAL PLANNING. 4. POLICIES CONCERNED WITH CULTURAL CONFLICT. 5. POLICIES CONCERNED WITH INCOME REDISTRIBUTION AND ECONOMIC GROWTH. (B) A DISCUSSION OF YUGOSLAV ECONOMIC GOALS AND OBJECTIVES AND THEIR RELATION TO THE DEVELOPMENT OF EFFECTIVE PROGRAMS AND POLICIES CONCERNED WITH INTERNATIONAL MIGRATION. AUDIENCE PARTICIPATION.
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CONTINUATION OF A.M. SESSION. EVALUATION OF SEMINAR BY U.S. AND YUGOSLAVIA PARTICIPANTS.

RESOURCE MATERIALS - ON MIGRATION AND WORKER MOBILITY ADAMS, ARVIL V., "INTERREGIONAL MIGRATION, EDUCATION AND POVERTY IN THE URBAN GHETTO: ANOTHER LOOK AT BLACK-WHITE EARNINGS DIFFERENTIALS," THE REVIEW OF ECONOMICS AND STATISTICS (IN PRESS).

BRIGGS, VERNON, CHICANOS AND RURAL POVERTY (BALTIMORE: THE JOHN HOPKINS UNIVERSITY PRESS, 1973).

GREENWOOD, MICHAEL, J., "RESEARCH ON INTERNAL MIGRATION IN THE UNITED STATES: A SURVEY," JOURNAL OF ECONOMIC LITERATURE, VOL. XIII, NO. 2 (1975), PP. 397-433.

KRANE, R.E., MANPOWER MOBILITY ACROSS CULTURAL BOUNDARIES SOCIAL, ECONOMIC, AND LEGAL ASPECTS. THE CASE OF TURKEY AND WEST GERMANY. (NETHERLANDS: E.J. BRILL, 1975)

RUNGELING, BRIAN S., IMPACT OF THE MEXICAN ALIEN COMMUTER ON THE APPAREL INDUSTRY OF EL PASO, TEXAS: A CASE STUDY, A FINAL REPORT UNDER GRANT NO 98-19-68-60 BY THE MANPOWER ADMINISTRATION OF THE U.S. DEPARTMENT OF LABOR, JUNE 30, 1969

SCOTT, ANTHONY, "THE BRAIN DRAIN - IS A HUMAN CAPITAL APPROACH JUSTIFIED?" IN W. LEE HANSON (ED.) EDUCATION, INCOME, AND HUMAN CAPITAL (NEW YORK: COLUMBIA UNIVERSITY PRESS, 1970, PP. 241-284

"SLAMMING THE DOOR ON EUROPE'S GUEST WORKERS," THE ECONOMIST, AUGUST 9, 1975, PP. 23-27.

RESOURCE MATERIALS HAVE BEEN AIRPOUCHED WITH INSTRUCTIONS FOR TRANSLATION. SINCE MATERIALS ARE EXTENSIVE WE INCLUDED A LIST OF PRIORITIES

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Message Attributes

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